

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: Bridget M. Bardua

From: Cincinnati Area Office  
John W. Peck Fed. Bldg  
550 Main St Room 10-019  
Cincinnati, OH 45202On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

473-2018-00763

Matthew G. Meisman,  
Investigator

(513) 914-6009

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed **WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred **more than 2 years (3 years)** before you file suit may not be collectible.

On behalf of the Commission

*Melanie L. Breen*

AUG 23 2019

Enclosures(s)

Melanie L. Breen,  
Area Office Director

(Date Mailed)

cc:

Julie Bissinger  
Senior Assistant City Solicitor  
CITY OF CINCINNATI (ALL DEPTS. OR DIVISIONS)  
801 Plum Street, City Hall Rm 214  
Cincinnati, OH 45202Peter A. Burr, Esq.  
BARRON PECK BENNIE & SCLEMMER  
3074 Madison Rd.  
Cincinnati, OH 45209

**INFORMATION RELATED TO FILING SUIT  
UNDER THE LAWS ENFORCED BY THE EEOC**

*(This information relates to filing suit in Federal or State court under Federal law.  
If you also plan to sue claiming violations of State law, please be aware that time limits and other  
provisions of State law may be shorter or more limited than those described below.)*

**PRIVATE SUIT RIGHTS -- Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA),  
the Genetic Information Nondiscrimination Act (GINA), or the Age  
Discrimination in Employment Act (ADEA):**

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge within 90 days of the date you receive this Notice. Therefore, you should keep a record of this date. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed within 90 days of the date this Notice was mailed to you (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

**PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):**

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred more than 2 years (3 years) before you file suit may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit before 7/1/10 -- not 12/1/10 -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

**ATTORNEY REPRESENTATION -- Title VII, the ADA or GINA:**

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

**ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:**

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, please make your review request within 6 months of this Notice. (Before filing suit, any request should be made within the next 90 days.)

***IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.***

*Bridget Bardua*



March 5, 2018

Kenneth Bird, Esq.  
U.S. Equal Employment Opportunity Commission  
John W. Peck Federal Office Building  
550 Main Street, 10<sup>th</sup> Floor  
Cincinnati, Ohio 45202

EEOC, CINCINNATI AREA OFFICE

MAR 05 2018

RECEIVED

Dear Mr. Bird:

I am charging the City of Cincinnati Police Department, 310 Ezzard Charles Drive, Cincinnati, Ohio, 45214, 513.352.3505, with sexual discrimination and harassment and am requesting your office to investigate these claims. I am the Commander of District Five. I believe I am being discriminated against by white males because of my gender and also because I support an African American Chief of Cincinnati Police, Isaac Elliott.

I am attaching the Form 17 I am filing with the Cincinnati Police Department that details the disparate treatment that I am enduring. My staff is now also being subjected to this disparate treatment. Police Officer Melissa Cummins has been inspected numerous times since the first of this year. Prior to this, she had not been inspected in several years. Sergeant Jason Voelkerding has been summoned to the Internal Investigation Section for an interview today. Two of my other staff have already been interviewed by the Internal Investigation Section and the subject of the interview was not their self-reported violations of policy and procedure, but questions regarding my command.

I believe the challenges to my Command are based upon sexual discrimination and harassment. Davide Bailey, Jeffrey Butler and Paul Neudigate want to force the removal of Chief Isaac Elliot and any staff who supports him. They have targeted me and my staff to achieve this goal.

I am being adversely affected by the actions of David Bailey, Jeffrey Butler and Paul Neudigate. I have not been able to sleep and the stress of the relentless surveillance and review is compromising my health. I am being treated differently than any other Commander in the Department and my staff is as well.

The Form 17 that I am filing, by procedure, is to be investigated by the Internal Investigation Section. David Bailey is the Commander of that section. Jeffrey Butler is the Commander of the Inspections Section.

Please initiate an investigation. You have my permission to discuss all matters with my attorneys, MJ Hagan and Lisa Rahanus at 513.651.5900.

Bridget M. Bardua  
Bridget M. Bardua

3.5.18  
Date